

LEADING IN PUBLIC LIFE
EMERGING AFRICAN LEADERS PROGRAMME 2018



COURSE EVALUATION - SUMMARY REPORT
Youth, Engagement and Inclusivity



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1. Introduction

The Graduate School of Development Policy and Practice (GSDPP), Building Bridges Programme, delivered the fourth round of the *Leading in Public Life – Emerging African Leaders Programme* between the 11th and 23rd of March, 2018. For the first time, the programme hosted 30 emerging leaders from all ten-focus countries, namely, Ethiopia, Ghana, Kenya, Nigeria, Senegal, South Africa, Tanzania, Uganda, Zambia and Zimbabwe.

The top 30 were selected after a competitive process involving three levels. Between September and October 2017, the Building Bridges team received over 250 nominations. All nominees were invited to submit an application. From a pool of 150 applications, 75 applicants were interviewed in October and November 2017. Successful candidates received communication of their results in December 2017 and confirmed their participation soon afterwards.

1.1. Participant Demographics and Occupations

The country distributions of the group are represented in the table below:

Table 1.0 Country Distribution

Country	No. of Participants
Ethiopia	3
Ghana	3
Kenya	3
Nigeria	3
Senegal	3
South Africa	3
Tanzania	3
Uganda	2
Zambia	3
Zimbabwe	4
Total	30

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The EALP Faculty are committed to gender inclusivity, and as such, 60% of the participants were female and 40 % male. The same balance was achieved within countries too as presented in the table below.

Diagram 1

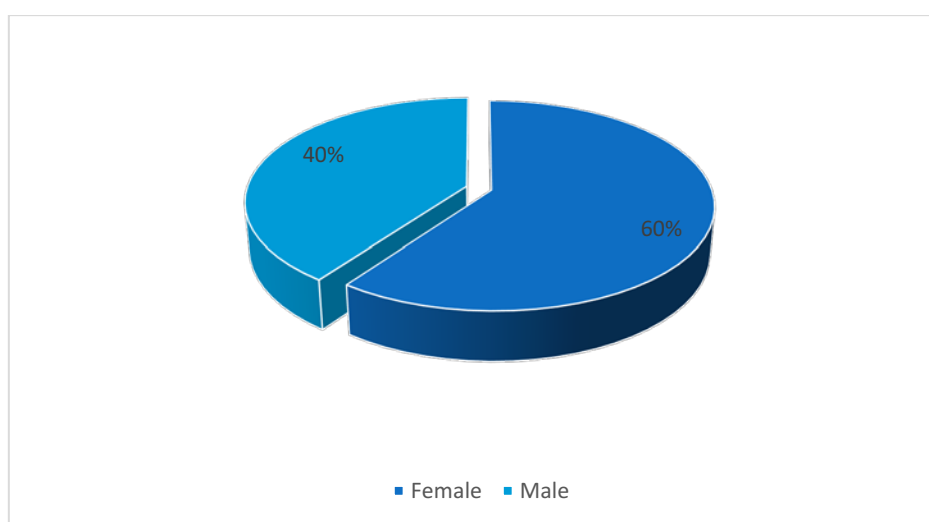


Table 1.1 Gender within Country Groups

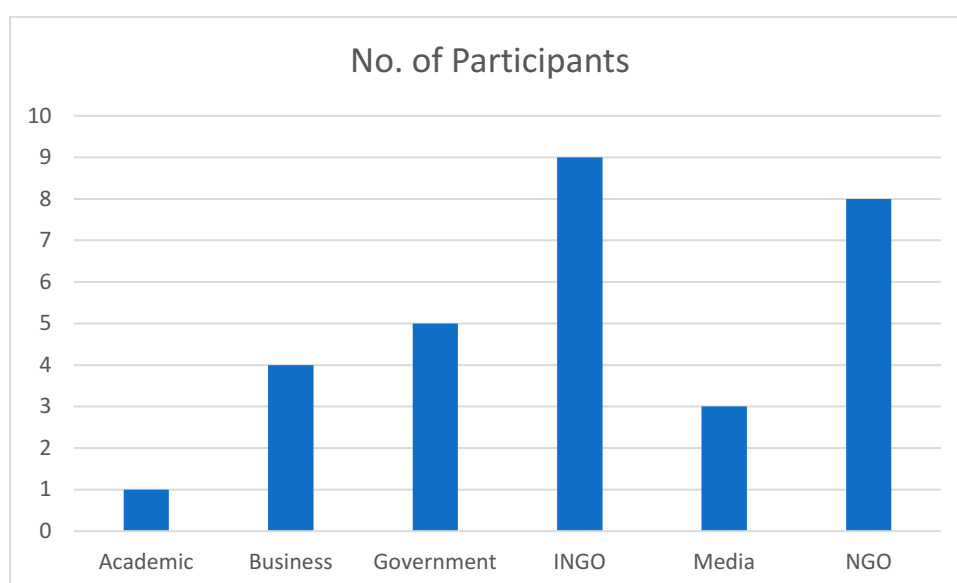
Country	M	F
Ethiopia	0	3
Ghana	1	2
Kenya	2	1
Nigeria	1	2
Senegal	2	1
South Africa	1	2
Tanzania	2	1
Uganda	1	1
Zambia	1	2
Zimbabwe	1	3

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Total	12	18
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In order to promote cross-sectoral conversations about Africa's wicked problems, the selection of participants also took into account their sectors of specialization. The distribution of participants according to their professional categories is illustrated in the graph below.

Diagram 2



Most participants (9/30) represented international organisations including United Nations Women, the African Union amongst others. Eight participants work with local, national, and/or regional NGOs. Five participants are government representatives, and four work in the business sector as social entrepreneurs. It is important to mention the diversity of the candidates' experience, which cannot be narrowly defined according to their job specialization. In addition to their primary work, some participants also practice photography, poetry, and other arts.

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Belinda Munemo (Zimbabwe, entrepreneur and educator) shares a song at the musical evening with Mapumba.

1.2 Youth, Engagement and Inclusivity

Following from the EALP 2017 theme of *Inclusive Governance: Promoting Accountability*, the rich inputs of the 2017 Expert Workshop on Accountability and Inclusivity, the 2017 Regional Workshop on Youth and Inclusivity, and the GSDPP participation in the African Union regional and high level dialogues, the EALP 2018 theme focused on **Youth, Engagement and Inclusivity**.

Background

Recognizing commitment by the African Union¹ and the United Nations to youth participation and inclusive governance, the GSDPP aims to align its objectives with those outlined by Agenda 2063, the SDGs and the outcomes of the AU Regional Youth Consultations.² It is widely recognized that the demographic dividend of youth in Africa has the potential to contribute to sustainable development on the continent. Youth under 35 constitute 65

¹ <https://issafrica.s3.amazonaws.com/site/uploads/policybrief99.pdf>

² <http://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-participation.pdf>

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percent of Africa's population. The challenge of engaging youth in democratic governance and other issues remains on the table.

The UN Security Council Resolution 2250 urges member states to:

*"...consider ways to increase inclusive representation of youth in decision-making at all levels in local, national, regional and international institutions and mechanisms for the prevention and resolution of conflict, including institutions and mechanisms to counter violent extremism, which can be conducive to terrorism, and, as appropriate, to consider establishing integrated mechanisms for meaningful participation of youth in peace processes and dispute-resolution."*³

Although member states of the UN and the AU play an important role at national and multilateral levels; academic institutions, think tanks, civil society and business sectors also have potential to contribute towards increased inclusivity and representation of youth in decision-making bodies.

The GSDPP and its partners (IDRC and the Ford Foundation) identify with this responsibility and this year's programme placed youth at the centre of all discussions. For example, the Group Assignment task focused on *Youth Unemployment and Sustainable Livelihoods*. This theme will set the framework for the Research Roundtable, which will take place in August 2018.

A detailed outline of the course themes and speakers is recorded in the table below:

1.2 EALP 2018 Programme Outline

Day	Themes	Speakers/Facilitators
1 (Sunday 11 March)	Registration, Welcome and Braai/Introduction	Prof. Alan Hirsch Dr. Marianne Camerer
2 (Monday 12 March)	Agency: (Self-Awareness and Leadership Styles)	Dr. Maria Phalime Dr. Marianne Camerer Mr. David Schmidt Mr. Mavuso Msimang
3 (Tuesday 13 March)	Agency: Ethics and Values	Mr David Schmidt Ms Preggs Govender Ms Shanaaz Majiet

³ [http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2250\(2015\)&referer=/english/&Lang=E](http://www.un.org/en/ga/search/view_doc.asp?symbol=S/RES/2250(2015)&referer=/english/&Lang=E)

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4 (Wednesday 14 March)	Agency: Finding your Truth/Organisational Development	Mr. Lionel Davis Mr. Mark Heywood
5 (Thursday 15 March)	Agency: Finding Your Truth/Organisational Development	Dr Maria Phalime Dr Marianne Camerer Prof Mamokgethi Phakeng Mr Ibraheem Sanusi Dr Martha Mutisi
6 (Friday 16 March)	Leading Change: Africa's Development Challenges	Mr Saliem Fakir Prof Gina Ziervogel Prof. Brian Levy Mapumba
7 (Saturday 17 March)	Leading Change: Creativity and Innovation	Dr. Maria Phalime
8 (Sunday 18 March)	Individual Coaching Sessions	Mr. Roger Arendse Mr. Jiva Chokkappan Ms Shanaaz Majiet Ms. Rashida Sader Ms. Janet Van Graan
9 (Monday 19 March)	Collaboration: Building Partnerships and Coalitions	EALP participants Prof Carlos Lopes EALP Alumni (Mr Emmanuel Ametepey, Mr Samson Itodo, Ms Makda Tessema, Ms Nancy Muigei) Prof Trevor Manuel Pastor Evan Mawarire
10 (Tuesday 20 March)	Collaboration: Building Partnerships and Coalitions	Mr Axolile Notywala Ms Mandisa Dyantyi Ms Philile Ntombela-Masson Mr Lufefe Nomjana

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11 (Wednesday 21 March)	Collaboration: Messaging and Communication	Ms Coumba Toure Dr Barbara Holtmann EALP 2018 Participants
12 (Thursday 22 March)	Integration: Applying the Learning	Mr. David Schmidt Ms Kay Price-Lindsay Ms Judy Sikuza Mr Musa Nxele Dr George Mukundi Prof Brian Levy
13 (Friday 18 March)	Integration: Conclusions	Mr David Schmid Dr Maria Phalime Ms Mabel Sithole EALP 2018 Participants

In the following section, we detail the participant feedback according to each daily theme. We include quotes in the summaries to bring the content to life in the voices of our emerging leaders.

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2 Emerging African Leaders' – Evaluation Feedback

Day 1 – Self-Awareness and Leadership Styles



Participants introduce themselves during the welcome session.

The EALP programme kicked off on Day 1 with an introductory session, which clearly outlined the course overview, and allowed participants to introduce themselves. The icebreaker game was interactive and allowed participants to get to know each other better.

Participants made the following comments:

"I enjoyed the ice breaker were we randomly selected individuals whom we had to share information about ourselves and they had to introduce to the house"

"The session clearly outlined the background of UCT and the course mantra, as well as objectives. I enjoyed the initial networking and meeting fellow participants."

"I really enjoyed the building bridges exercise it was good ice breaker and provided better insights into the people I was going to spend the rest of the day with."

"(The session) It aided the preparation of my heart for an insightful two weeks of learning."

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In the following session, participants provided 2-3 minute introductions in response to a set of questions circulated before the programme commenced. The questions asked:

1. What is the nature of your work?
2. What are your key leadership challenges?
3. What are your expectations about how participating in this course will address those challenges?

The emerging leaders felt this approach allowed them to learn about their common leadership challenges, each other's work, and the talent in the room.

"(I enjoyed) Learning about the journeys of the other Emerging African Leaders from all over the continent. This allowed us to connect with each other and already started thinking about partnerships that we can develop."

"I was inspired by the amazing things fellow participants are doing in their respective countries and on the continent. I also learnt that disputes our significant achievements and works, we all have challenges in one area or another in areas of engagements. It made me appreciate and accept myself for having weakness and challenges."

Participants suggested that in the future, more time should be allocated to this session.

Mr David Schmidt presented the Myers Briggs personality preferences. The session aimed to provide participants with a framework for understanding emotional intelligence and different leadership styles. Participants' responses to the session included:

"The facilitator was very charismatic & practical with the session so learning exactly where I fit in the personality type spectrum and how my temperament influences and aligns with my leadership style & decision making was very practical and insightful."

"The session was took different direction from most presentations around emotional intelligence. While past lessons emphasised on how one is cognisant of other people's feelings in order to relate well with them, this current one emphasised on the need to understand oneself and one's emotions in order to relate well with others. It was the beginning of self-discord and soul searching for me."

The introduction to the assignment groups and the task (Youth Unemployment and Livelihoods) was concise, clear and participants found it "exciting".

"It was clearly laid out on what we need to do. David clearly explained our roles and what is expected."

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"(I enjoyed) The excitement of getting to work in group with other young leaders and as such the benefit of knowing others beyond class room."

Some saw the assignment groups as an opportunity for personal development too.

"It allowed me to asses my individuality in a new crowd."



Participants sit with Mr Mavuso Msimang after dinner.

Mr Mavuso Msimang joined the emerging leaders for an intimate dinner to discuss "The Challenge of Public Leadership Today." He shared his own personal leadership journey with the group and participants had the opportunity to ask questions during and after the dinner.

"Wow. It was inspirational. Mr Msimang brought great leadership insights. The session was amazing as it directly linked to the session on leadership and emotional intelligence we had earlier on the day. Mr Msimang was articulate and so on point. I applaud the team for such a perfect selection of external speaker on the first day. The session managed to hook us all together to see that as young leaders in Africa, we have a common problem of poor leadership."

"I enjoyed the fact that I heard from one of the most inspirational leaders of the liberation movement in South Africa."

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“Mr. Msimang recalled the struggles of the freedom fighters in a way not captured in books. It was a priceless moment.”

“The bravery, integrity and humility dignified in the person of Mr. Msimang made me to appreciate the fact that beyond being visionary and passionate about making social change, it is of essence that one is brave, wise and humble in pursuing such social change cause with the willingness to accept the consequences that comes with it.

The experience sharing session also made me to realize the intergenerational gap that exist in political ideology across Africa with the ANC in the early and late 19s being much more driven by pan-africanism social liberation ideology where preference is given to education. However, the 21st century political movements are lacking in political ideology and are less driven by vision because they've been built around me and not institutional ideology.”

The emerging leaders felt in the future, the session needs to be amplified using microphones and more time should be allocated for discussions.

Day 2 - Agency: Ethics and Values

Mr David Schmidt delivered a half-day input on “Understanding Ethics”. His approach provided participants with a number of tools to analyse ethical dilemmas and later, group-work and role-plays helped participants to understand the complexities of typical ethical dilemmas.

“I enjoyed the presentations on the various case scenarios and the different opinions from the groups about how best to tackle them. Also the exercise brought to life the practicality of issues we face in our day to day operations at the work place.”

“Ethics is always a tricky subject and discussing it with other leaders and professionals provides a great perspective.”

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Ms Shanaaz Majiet and Ms Pregs Govender during their panel on Promoting Integrity in the Public Sphere

A panel with Ms Pregs Govender and Ms Shanaaz Majiet delivered a session on “Promoting Integrity in the Public Sphere.” The objectives included to highlight various dimensions of courage and integrity in public life and to inspire participants to act with integrity in their spheres of work. Feedback from the emerging leaders is quoted below:

“(I enjoyed) Getting to hear real time experiences of great leaders who stood up and upheld their values and even made major decisions in leadership in response to their integrity.”

“This was the defining moment of the day for me. During my reflections from the previous class, I struggled with myself about how possible it was to stand for your values no matter the consequences. This session brought me real answers to that. Additionally, I experienced the reality of leadership as not always glamorous but also many sacrifices to make.”

Although the inputs by the speakers in this session made an overall very powerful impression on the participants, a few comments emphasized the need for more diverse speakers that also relate to the Pan-African experience outside of South Africa.

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"At some point, one of the speakers lost me a great deal because the issues discussed focused on South African affairs that I do not have context and background information on in the same way a local South African would. It would be great to have a broader context of the issues for other Africans to relate to."



Participants enjoy a slice of pizza after their bus tour.

After Assignment Group Session 1, the day ended with a bus tour along the Atlantic Seaboard, a stop at Signal Hill and dinner at a local restaurant. Both the assignment group and the tour opened up participants to knowing each other better, outside of formal course events.

"(I enjoyed) Getting to know my group members beyond the achievements."

"I got to bond more with my group members. We got to share very personal information about ourselves and that opened more room to trust each other and work as a family."

"(I enjoyed) Signal Hill because despite living here for 16 years I had never been. The conversation around the dinner table was great. I also found the third MW Fellow this evening. We had a great time trading stories."

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"It felt like a second icebreaker which was good for us I think. It felt good to get out of the hotel too and share a pizza."

Day 3 - Agency: Finding your Truth



Farhan Yusuf (Tanzania) provides feedback during Mark Heywood's Workshop on Building Sustainable Advocacy Organisations

Mr Mark Heywood (Director, Section27) delivered a half-day workshop on "Building Sustainable Advocacy Organisations". The workshop included practical exercises about how to address challenges in building advocacy organisations. Some comments from the emerging leaders are included below:

"The entire facilitated discussion was very interesting and informative. I was able to think advocacy as being beyond advocating against what the government was doing and was able to re-imagine advocacy as being something that is ultimately pro government. Advocacy as something that has to be imagined before implemented, how one need to be strategic well informed and well prepared while at the same time not giving up easily due to extended

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struggle and the need to consolidate on few good wins was the take away for me from the session."

"My take away from this session is how through imagination and excitement leaders mobilise and organise community's power to promote and advance a vision. Also, one key element consists in their capability to spark a movement, and step aside (while keeping a close eye on the advancement of the cause), and let the community/people take ownership of the project and lead it forward."



Ms Martha Chilogoshi and Mr Muyunda Akufuna at Robben Island

In the afternoon, participants visited Robben Island with former Robben Island prisoner, Uncle Lionel Davis. The emotional journey and screening of the film, "More than Just a Game" evoked the following responses.

"I think what really touched me is the guide Mr Lionel Davis focused as well in the positive changes he and the other prisoners has had in Robben Island. And particularly the fact that being subjected to all those atrocities they succeeded to remain strong together with football."

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"I enjoyed visiting Robben Island through the eyes of the former political prisoner, Mr Lionel Davis. He was able to unfold many unheard stories of heroes of the struggle that we tend to marginalise. What struck me the most is Mr Lionel's sense of humility and humour despite the experience he had gone through. He saw positivity and optimism in such human cruelty. I quote: "it is in prison, we learnt to leave together as South Africans, no matter our political views, religious beliefs, and skin colours". And I keep having this image of the rocks harmoniously piled one another in the large field: rocks of different shapes, colours."

"Forgiveness is a process to help yourself progress. I like how the story (More than Just a Game) was told and it gives hope after a bad life patch."

The emerging leaders felt this was a long day. They needed more time for reflection.

Day 4 – Leading Change: Organisational Development

Dr Maria Phalime led a journaling exercise with the participants, creating an opportunity for them to write up their reflections from Robben Island. The emerging leaders appreciated the structured approach to journaling and reflection.

"The opportunity i got to reflect in a structured manner is what i liked most. Much as i believe in reflection in theory i did not know the right questions to ask and the session gave me a frame work for doing the same."

"The session challenged me to appreciate the value of journaling and reflection. I enjoyed the process and hoping to apply this in other spheres of life."

Dr Marianne Camerer introduced the participants to "Coaching as a Leadership Competency." The coaches also had the opportunity to meet and interact with the emerging leaders. Participants appreciated the opportunity to ask coaches questions before submitting the coach preferences.

"I really like the fact that the coaches were not assigned and that we had the choice to meet them and discussed with all of them."

"It was great hearing from all the coaches and trying to see the connection between individual coaches. It was a great time for me to evaluate and assess the connection between coaches in order to make a decision. I enjoyed the exercise and the ability to make a sound decision based on what I want to take into the coaching relationship."

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One participant noted that it would be better to have a set of coaches that are diverse.



Prof Phakeng receives standing ovation after her keynote address at the EALP 2018 Welcome Reception

The Welcome Reception took place at Linköping House with speeches by Prof Brian Levy, Prof Mamokgethi Phakeng (UCT Incoming Vice Chancellor), Mr Ibraheem Sanusi (Deputy Head of the African Governance Architecture at the African Union) and Dr Martha Mutisi (IDRC).

“It was a great honour and privilege to attend the reception. The welcoming nature of the faculty and other team members was warm and made the participants feel at home. My personal best element of the session was the speech by Prof. Phakeng.”

“People who gave speeches were youthful. Made me aspire for such achievements.”

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Day 5 – Leading Change (Africa's Development Challenges)

Mr Saliem Fakir, the Head of the WWF Policy and Futures Unit, provided the first input on “Africa in a Complex World and the Leadership Challenges.” He situated Africa in a rapidly changing global context, stressing the leadership required to spearhead breakthrough in finance and energy policies. Participants found his session clearly presented the links between social, economic and political development.

“I enjoyed the speaker's extensive knowledge of issues in many countries in Africa. His use of case studies in countries made it easy for me to understand the topic as this is not a field I am well vexed in.”

“The (speaker's) understanding of the dynamics of natural resource management and the need for visionary leadership in maximizing our potentials in Africa.”

Prof Gina Ziervogel from the Department of Environmental and Geographical Science at the University of Cape Town shared contemporary challenges on climate change adaptation in the African context. Her session was practical, detailed, and demonstrated collaborative and innovative approaches to address issues of social justice. Key takeaways amongst participants included:

“The importance of innovation and participatory leadership in urban governance and most importantly in planning for urban crisis/social injustice that is associated with climate change.”

“Her presentation had factual content and gave good examples.”

Prof Brian Levy provided input about “The Practical Realities of Facilitating Economic and Social Change”. His presentation focused on how to address youth unemployment, inequality and harnessing youth towards a demographic dividend in Africa.

“Prof Brian Levy is undoubtedly an authority in the topic area. The class shifted my mind from conversional thinking to evidence based thinking. He also displayed great knowledge in issues around the globe. What stood out for me was the new knowledge gained about the fact that good governance does not necessarily translate to development. This statement and many other profound ones caused me to do further readings.”

“The discussion was broad and centered more on several democracies across the world. It gave me an open-minded understanding about how economies work in specific democracies. It was phenomenal.”

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Mapumba serenades the group while they enjoy dinner.

After a day filled with stimulating discussions, Congolose-South African musician, Mapumba, joined the group for an evening of entertainment. Hidden talents were also revealed in the group.

“Interacting with the fellow participants in an environment that was artistically charged and inspirational. It also allowed other participants to also share their talents.”

“I enjoyed the evening to the fullest. The music was soothing and strong enough to keep you on your feet. The musician connected very well with us and carried us along the journey as he termed it. He managed to bring out the creativity among participants and got many people singing and rapping. The highlights of the evening was how involved everyone was in the music and dance. I learnt that no matter how serious we may be about our work, everybody enjoys some time to cool off. We really built community and group coherence.”

“Everyone was so involved in the performances. It brought us together.”

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Mr Ibraheem Sanusi joins participants in a lively dance.

Day 6 – Leading Change (Creativity and Innovation)

Dr Maria Phalime delivered a Writing Workshop at the Centre for African Studies Gallery, University of Cape Town. The exercises helped participants to reflect on visionary leadership and to cultivate a writing practice. They also had the opportunity to share their dreams.

“I really enjoyed this session and the fact that it allowed me to project myself in 10 years and think through the process I would have to take in order to make happen my goals.”

“Dr. Maria Phalime gave us the space and liberty to think, write and articulate our expression without being judged. I loved it.”

“The session helped me to revive my writing skills. In a world that we are used to typing either on phone or laptop, it is getting so unusual to write our thoughts and experiences.”

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Day 8 – Collaboration: Building Partnerships and Coalitions

Participants had the opportunity to network and share their ideas for future collaboration with the group in the first session. They felt this session empowered them by allowing them to state their needs and their peers' willingness to help to build their dreams.

"It was a great session. It allows me to better focus on the participants that can be relevant in terms of partnership but as well to approach those I can help."

"It was great to have the participants share about their works and speak about how they can be of support to the rest of the team. Found very valuable connections."

Prof Carlos Lopes (Former Executive Secretary, UN Economic Commission for Africa and senior fellow at the GSDPP) joined the emerging leaders over Skype to discuss "The Future of Africa: Perspectives on Africa in a Changing World." He delivered a thought-provoking presentation about the megatrends that will shape Africa's future. Some of the feedback from participants includes:

"I really enjoy his (Prof Lopes') analysis on Africa and honestly he made me reframe some of my thinking. For example, on immigration he said that "growth does not ensure that the population to migrate elsewhere" and even gave the example of Europe after WW2 even though the Marshall Plan was going well people left the country. And I was so sure about the link with emigration and lack of growth. So what I took here is how to make sure everyone gets opportunities as individual in society."

"Carlos highlighted some key issues and trends emerging in Africa and provided candid feedback and guidance regarding how these can be leveraged by the young people."

Alumni from 2015-2017 joined the EALP 2018 cohort for a session on "Youth as Change Drivers – Sustainable Development in Africa". Mr Emmanuel Ametepey (Lead Coordinator of the Africa Youth SDG Summit), Mr Samson Itodo (Founder of YiAGA and #NotTooYoungToRun), Ms Makda Tessema (African Union) and Ms Nancy Muigei (DFID) spoke during this session. Prof Trevor Manuel led reflections after their contributions.

"I think it was a unique chance to meet those Alumni and to learn more about their role and approaches to finding solutions to matters."

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"Hearing about the campaign Not Too Young to Run and its success was very inspiring."

"The alumni provided a good overview of various initiatives taking place globally such as the Sustainable Development Goals and those pertaining specifically to Africa such as Agenda 2063. It was also useful to know how the alumni have benefited from the network provided by EALP."

"As always Prof. Trevor Manuel did not disappoint and he provided candid insight on youth involvement and in driving change."



Group photo with Prof Trevor Manuel, Pastor Evan Mawarire, Mr Samson Itodo, Ms Makda Tessema, Mr Emmanuel Ametepey, and Ms Nancy Muigei.

In the evening, participants watched the documentary film, "Mugabe and the Democrats." The film details events related to Zimbabwe's Constitution making process. Pastor Evan Mawarire, leader of the #ThisFlag Movement and contender in Harare's local elections, gave an emotional account of his leadership journey after the screening.

"Listening to Pst Mawarire was like watching a movie. I was so deeply moved and encouraged by his story. The fact that he was just an ordinary person is what I love the most about his story...and the fact that none of it was for fame."

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"Everything. The film and Pst Evan were both incredible. It was a very emotional evening and my favourite part of the program. It's great to have had him in our midst and share his personal story so openly and eloquently. The film was also sad but good."

"This film is very rich in terms of lesson. Collaboration is very essential. It was also a pleasure to listen to the pastor and learn more about his fight and his leadership style."

Day 9: Collaboration: Building Partnerships and Coalitions



Participants pose for a photograph with Mr Axolile Notywala (Social Justice Coalition and Alumni of EALP 2015)

Mr Axolile Notywala, Ms Mandisa Dyantyi and Ms Philile Ntombela-Masson provided inputs about "Youth and Social Justice" based on their work with the Social Justice Coalition and Equal Education respectively. Their case studies demonstrated how young people are taking charge of their contexts and challenges to create a better future for their communities.

"The fact that young people are taking responsibility for the future. I also appreciate the outstanding leadership and management structure put in place by SJC to support her operations."

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Mr Lufefe Nomjana, also known as the Spinach King, discussed his experience as a social entrepreneur with the emerging leaders. They found his approach relatable and relevant to their own experiences.

“Best session. Very relatable, practical advice and solution driven individual. It was inspiring.”

“I enjoyed listening to Lufefe's story and his determination. I was also happy to have seen his shop and tasted the bread.”

“Another highlight of the programme was this session that practically demonstrated the potential of social entrepreneurship, the attitude young people should have in developing their own ventures and the role of entrepreneurship in social development.”

Day 10 – Collaboration (Messaging and Communication)

A powerful theme which emerged during the programme surrounded storytelling and its potential to catalyse change in Africa. Ms Coumba Toure, an author and former head of Ashoka West Africa), delivered a session on storytelling. Participants sat on the floor attentively as she told West African stories and allowed respondents to respond.



Ms Coumba Toure leads participants in a song during her session on storytelling.

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"Toure opened my eyes on the importance of storytelling. This is an amazing way of building strong historical linkage for advocacy in Africa. Story telling is actually a powerful tool for advocacy."

"Coumba Toure's presence was dynamic and very inspirational. Her take on Africans telling their own stories resonated with all the participants."

"Using storytelling to go back to our culture and bring back values that identify us. I enjoyed the typical African sitting positions during the story telling, it reminded me of my childhood. The session also reminded us that we can change the world the African way."

Dr Barbara Holtmann managed a practical session on crafting effective messages with the emerging leaders. Their responses are quoted below:

"I used to limit communication as a one way process. Dr Holtmann brought in an important dimension of two way and a very important process which needs deepened consultation and that it mustn't been any other issue but must be embedded from start of programs or projects."

"This session emphasised the use of communication especially in times of trauma. I realised that most often, we advocate for people without carrying them along and communicating what they really want."

In the final session, participants shared their use of social media as an advocacy tool. This not only allowed the emerging leaders to learn from each other, but to also identify areas for collaboration.

"I enjoyed seeing how my fellow young people have used social media to speak truth to power. The session opened room for collaboration."

"It was great learning from my colleagues on how they have harnessed the power of social media to influence positive change in their society. A key take home for me is that social media advocacy must lead to offline engagement where actions are eventually implemented."

Day 11 – Applying and Learning

Mr David Schmidt led the participants in an advocacy simulation game, which proved interactive and packed with multiple learning opportunities. Some comments are quoted below:

"It modelled reality in such an engaging way that gave different perspective."

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"The practical session on the case of negotiation was amazing. This really got my mind engaged as I analysed that issues on the table must be viewed with greater analysis as there are a lot of things happening underground."

"It felt real. People got into their roles. It made us empathize with those in such positions and the kind of considerations and lures they have to face while negotiating and making such deals. Things are not clear-cut. They are messy and nuanced."

Thereafter, Ms Kay Price-Lindsay equipped participants with tools for public speaking and media appearances. The emerging leaders found this session extremely valuable.

"Public speaking is an important part in a leadership journey. I enjoyed how we were taken through the critical parts of dos and don'ts of public speaking."

"I loved learning and seeing public speaking from a different angle. It was an important lesson to know that public speaking should just be like any normal conversation between people even in informal settings with the expressions, dramatisation, and bodily expressions."

The Final Group Assignment Presentations were of the highest calibre and judges deliberated for over 45 minutes before deciding on a winner. Later that evening, the participants had the opportunity to share an evening of African entertainment. The atmosphere was jovial and nostalgic. Their experiences are captured below:

"The displays were beautiful and they harmonised our various cultures. Young people have great talents. I enjoyed each and every brave display."

"The participants bonded even more through sharing parts of their cultures and traditions with each other."

"I enjoyed the various performances. I appreciated the rich diversity in Africa. It was a moment of pride for me. The pride to be African unified in diversity."

Compiled by: The Building Bridges Programme, GSDPP, UCT.